

1 State of Arkansas
2 93rd General Assembly
3 Regular Session, 2021
4

A Bill

HOUSE BILL 1871

5 By: Representatives Scott, Richardson, V. Flowers, M. Hodges, Murdock, F. Allen, Love, Nicks,
6 Fielding, K. Ferguson, Ennett, Springer
7 By: Senators Elliott, L. Chesterfield
8

For An Act To Be Entitled

9
10 AN ACT TO ESTABLISH THE CREATING A RESPECTFUL AND
11 OPEN WORLD FOR NATURAL HAIR (CROWN) ACT; TO PROHIBIT
12 DISCRIMINATION BASED UPON RACE IN THE WORKPLACE, IN
13 PUBLIC SCHOOLS, AND IN STATE-SUPPORTED TWO-YEAR OR
14 FOUR-YEAR INSTITUTIONS OF HIGHER EDUCATION; TO
15 INCLUDE HAIR TEXTURE AND PROTECTIVE HAIRSTYLES IN THE
16 DEFINITION OF "RACE"; TO ADD DEFINITIONS TO THE
17 ARKANSAS CIVIL RIGHTS ACT OF 1993; AND FOR OTHER
18 PURPOSES.
19

Subtitle

20
21
22 TO ESTABLISH THE CREATING A RESPECTFUL
23 AND OPEN WORLD FOR NATURAL HAIR (CROWN)
24 ACT.
25
26

27 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
28

29 SECTION 1. Arkansas Code Title 11, Chapter 1, is amended to add an
30 additional subchapter to read as follows:

31 Subchapter 3 – Creating a Respectful and Open World for Natural Hair (CROWN)

32 Act

33 11-1-301. Title.

34 This act shall be known and may be cited as the "Creating a Respectful
35 and Open World for Natural Hair (CROWN) Act".
36



1 11-1-302. Nondiscrimination based upon race – Definition.

2 (a) As used in this section, "protective hairstyle" includes without
 3 limitation Afros, braids, locks, and twists.

4 (b) An employer, employment agency, labor organization, or other
 5 employment entity shall not discriminate against an individual based upon a
 6 trait that is associated or perceived to be associated with race, including
 7 without limitation an individual’s hair texture or protective hairstyle.

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 9 SECTION 2. Arkansas Code Title 6, Chapter 10, is amended to add an
 10 additional section to read as follows:

11 6-10-135. Nondiscrimination based upon race – Definition.

12 (a) As used in this section, "protective hairstyle" includes without
 13 limitation Afros, braids, locks, and twists.

14 (b) A school district administrator, board member, teacher, or
 15 employee shall not discriminate against a student based upon a trait that is
 16 associated or perceived to be associated with race, including without
 17 limitation a student’s hair texture or protective hairstyle.

18
 19 SECTION 3. Arkansas Code Title 6, Chapter 61, Subchapter 1, is amended
 20 to add an additional section to read as follows:

21 6-61-142. Nondiscrimination based upon race - Definition.

22 (a) As used in this section, "protective hairstyle" includes without
 23 limitation Afros, braids, locks, and twists.

24 (b) A state-supported two-year or four-year institution of higher
 25 education shall not discriminate against a student based upon a trait that is
 26 associated or perceived to be associated with race, including without
 27 limitation a student’s hair texture or protective hairstyle.

28
 29 SECTION 4. Arkansas Code § 16-123-102, concerning definitions within
 30 the Arkansas Civil Rights Act of 1993, is amended to add additional
 31 subdivisions to read as follows:

32 (9) "Protective hairstyle" includes without limitation Afros,
 33 braids, locks, and twists; and

34 (10) "Race" includes without limitation traits that are
 35 associated or perceived to be associated with race, including without
 36 limitation hair texture or protective hairstyle.